

Milwaukee County Personnel Review Board
Meeting Minutes – November 25, 2014

I. Roll Call

Board President Daniel Dennehy called to order the regular meeting of the Personnel Review Board at 9:04 a.m. on Tuesday, November 25, 2014, in Room 203-R of the Milwaukee County Courthouse.

The following Board Members were present: Mr. Daniel T. Dennehy, Ms. Susan A. Lueger, and Ms. Melissa Soberalski. Ms. Mary K. Bruno was excused.

II. Approval of the Minutes of the November 11, 2014 Meeting

Ms. Soberalski moved, Ms. Lueger seconded, and the Board, by vote of 3-0, approved the minutes of the November 11, 2014 meeting.

III. Status Update from the PRB Administrator

Rebecca M. Janz, administrator, reported that the Circuit Court sustained the PRB's decision in *Scott Ducharme v. Milwaukee County Personnel Review Board*, Case No. 14-CV-3218, and that the County Executive's office is currently vetting individuals to potentially nominate for the vacant position on the Board.

IV. Communications and/or comments from the public, if any

None.

V. Correspondence

None.

VI. First Appearances

A. DISCHARGE

**DELORES MCGAUGHY, Secretarial Assistant, DISTRICT ATTORNEY
Case 2-4165 dated 11/13/2014**

The Board heard the report of Attorney Paul Kuglitsch, Assistant Corporation Counsel, that Delores McGaughy, who was not present, had resigned from County service effective November 18, 2014, and submitted her resignation letter to the Board. The Board recognized Ms. McGaughy's resignation and closed the case.

B. SUSPENSIONS

**CORY CHAMPION, Airport Maintenance Worker, AIRPORT
Case 1-4164 dated 11/7/2014 for 5 days**

The Board heard the report of Paul Kuglitsch, Assistant Corporation Counsel, that Cory Champion has waived his right to a hearing, accepted his suspension, and submitted a copy of his waiver to the Board. Ms. Soberalski moved, Ms. Lueger seconded, and the Board, by unanimous vote (3-0) accepted Mr. Champion's waiver and closed the case.

VII. Updates

A. SUSPENSIONS

VICTORIA MIKULA, Deputy Sheriff, SHERIFF

Case 1-4161 dated 10/30/2014 for IA #14-132 for 10 days

The Board heard the report of Paul Kuglitsch, Assistant Corporation Counsel that the appointing authority's witnesses will not be available to testify on the current hearing date of December 23, 2014. Mr. Kuglitsch requested that the Board move the hearing to January 20, 2015. Attorney Ryan MacGillis, MacGillis Wiemer, LLC, appeared on behalf of Victoria Mikula, who was not present, and had no objection to conducting the hearing on January 20, 2015. Ms. Lueger moved, Ms. Soberalski seconded, and the Board, by unanimous vote (3-0) scheduled the matter for hearing certain on January 20, 2015.

VIII. Hearings

A. SUSPENSIONS

BRITTNEY BAUHS, Correction Officer, SHERIFF

Case 1-4159 dated 10/30/2014 for IA #14-223 for 15 days

The Board heard the report of Paul Kuglitsch, Assistant Corporation Counsel, that Brittney Bauhs, who was not present, waived her right to a hearing, accepted her suspension, and submitted a copy of her waiver to the Board. Ms. Lueger moved, Ms. Soberalski seconded, and the Board, by unanimous vote accepted Ms. Bauh's waiver and closed the case.

CHANELLE RUSS, Correction Officer, SHERIFF

Case 1-4162 dated 10/30/2014 for IA #14-155 for 15 days

(For decision, see item XI.A. below.)

IX. Election of Officers

Ms. Soberalski moved, Ms. Lueger seconded, and the Board voted 3-0 to conduct the election of the PRB officers for the upcoming year. Ms. Soberalski nominated Mr. Dennehy as President and Ms. Lueger as Vice President. No other nominations were made. The Board, by unanimous vote (3-0), elected Mr. Dennehy as President and Ms. Lueger as Vice President of the Board for the upcoming year.

X. Discussion of the Milwaukee County Personnel Review Board Rules of Procedure and Potential Revisions

The Board discussed the draft revisions to the Board's rules of procedure. Attorney Paul Kuglitsch appeared for the appointing authority. The Board made additional edits to the current draft and will review the final draft at its December 9, 2014 meeting.

XI. Hearing Deliberations and Decision

A. SUSPENSIONS

CHANELLE RUSS, Correction Officer, SHERIFF

Case 1-4162 dated 10/30/2014 for IA #14-155 for 15 days

At 11:40 a.m., Ms. Lueger moved, Ms. Soberalski seconded, and the Board voted 3-0 to go into closed session to deliberate the Chanelle Russ matter. At 11:46 a.m., the Board reconvened in open session.

Ms. Lueger moved, Ms. Soberalski seconded, and the Board, by a vote of 3-0, found that the evidence was sufficient to sustain violations of Civil Service Rule VII, Section 4(1), paragraphs (l) and (o), and the Board upheld the 15 day suspension of Ms. Russ. The Board also recommended that the Milwaukee County Sheriff's Office's ensure all of its overtime practices and policies are in writing, including that volunteering for overtime means volunteering for the overtime shift, not a particular position.

XII. Adjournment

Ms. Leuger moved, Ms. Soberalski seconded, and the Board, by unanimous vote (3-0), adjourned the meeting at 11:50 a.m.

Minutes submitted by: Rebecca M. Janz, PRB/Ethics Board Administrator